



Division Director's Message

In 1972 when then-Governor Calvin Rampton created the Office of Black Affairs, the idea was to help solve problems between members of Utah's ethnic communities and state government. The success of the Black Affairs office led to the creation of other ethnic offices that would serve the Asian and Hispanic communities as well.

Twenty-five years later, the Ethnic Offices have broadened their original mission. Instead of serving only in an ombudsmen role, the offices now review state policy and work with state agencies to improve their effectiveness with Utah's ethnic population. An additional office was created to serve the Polynesian community as well.

During the past 18 months, the offices have taken another step forward in improving the quality of services to each community. Through their efforts, they have formulated a joint work plan designed to eliminate duplication, enhance their limited resources and address common issues. Each director was assigned to develop a portion of the plan and to meet with their respective councils for input concerning their communities. This 1998-99 Work Plan is the result of their hard work and experience.

The 1998-99 joint work plan will focus on four issues critical to each group. They are: Criminal Justice, Economic Opportunities, Education and Health. I am pleased with the direction of this year's work plan and give my support to each ethnic director in implementing this plan.

Sincerely,

A handwritten signature in cursive script, reading "Rick J. Mayfield".

Rick J. Mayfield, Director
Department of Community and Economic Development





Introduction

The primary goal of the State of Utah Offices of Asian, Black, Hispanic, and Polynesian Affairs is to ensure that the State of Utah is positioned to meet the needs of the ethnic communities. From the experience of implementing the first 1997-1998 joint work plan, the Ethnic Offices took a realistic approach in putting together this work plan. There were a total of ten objectives in the first plan and most were completed as stated in the annual report.

We went back to our respective communities to identify the issues that they feel we should continue to work on. The communities identified the following four critical issues that required more in depth focus:

1. Criminal Justice
2. Economic Opportunities
3. Education, and
4. Health

The directors and staff shall work with the appropriate government departments and agencies and the advisory councils shall be relied on to take the issues to the communities and bring their recommendations to the offices. We will also continue to work with the Governor's Initiative on Families Today (G.I.F.T.) to organize conferences in the ethnic communities to promote family values and to educate them on the work plan and other issues that impact the ethnic population.

At the end of the 1998-1999 fiscal year, the offices should have accomplished all the deliverables in this work plan and bring specific recommendations to the Governor and the appropriate departments.

A handwritten signature in black ink, appearing to read "Moon Ji".

Moon Ji, Director, Asian Affairs

A handwritten signature in black ink, appearing to read "Mildred Sparks".

Mildred Sparks, Director, Black Affairs

A handwritten signature in black ink, appearing to read "Leticia Medina".

Leticia Medina, Director, Hispanic Affairs

A handwritten signature in black ink, appearing to read "William Afeaki".

William Afeaki, Director, Polynesian Affairs

Forrest Cuch, Director, Indian Affairs

STATE ETHNIC OFFICES

1998-1999 Joint Work Plan

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History	1995 LEGISLATIVE STUDY	1996 ETHNIC TASK FORCE	1996 ETHNIC COUNCILS -- ISSUES AND SOLUTIONS	NEW EXECUTIVE ORDERS, 1997 & 1998-1999 ETHNIC OFFICES WORK PLAN
<p>The Ethnic Offices and Councils were created by Executive Orders. Initially, the staff served as ombudsmen between ethnic citizens and state government. These positions evolved into directors addressing policy making issues.</p> <p>Creation of the Ethnic Offices:</p> <p>1972 - Office of Black Affairs and the Black Advisory Council 1973 - Office of Hispanic Affairs and the Hispanic Advisory Council 1980 - Office of Asian/Polynesian Affairs and Asian/Polynesian Council 1988 - Polynesian Advisory Council 1994 - Office of Polynesian Affairs ~~~~~</p> <p>Division of Indian Affairs</p> <p>1959 -Division Created 1991-Utah Corporative Council 1992-Native American Remains Review Committee 1997-Native American Coordination Board</p>	<p>1. The 1995 Legislative Appropriations Committee allocated \$25,000 to study the purpose of the Ethnic Offices and the Ethnic Councils.</p> <p>2. Bonneville Research conducted the study and identified the following issues:</p> <ul style="list-style-type: none"> * The 1994 Executive Order should be re-written * Constituents. * Establish Subcommittees * Ethnic Offices should remain as part of the Division of Business and Economic Development. * Funding through an approved annual work program. <p>Clarification of the Councils and Ethnic Offices' role.</p> <p>Ethnic Offices' responsibilities.</p>	<p>1. The 1996 Legislative Appropriations Committee proposed that an Ethnic Task Force be created.</p> <p>2. The Ethnic Task Force met for several months to address issues identified during the 1996 Legislature. The Task Force was composed of legislators, community leaders and state administrators.</p> <p>3. The Ethnic Task Force was facilitated by Phyllis Caruth. The Task Force addressed the following areas:</p> <ul style="list-style-type: none"> * Vision * Mission * Reporting Structure * Accounting * Process for communicating with the governor * Executive Order/Clarification * Policy-internal and external * Customers * Services and Programs * State Agencies, Governor's Office, Information/Referral, and Community Relations. * Statement of Work * Deliverables * Training * Physical Location of the Ethnic Affairs Office * Funding and Staffing 	<p>The Ethnic Councils met to identify issues of concern. Each council outlined the following critical issues:</p> <p><u>Asian American Advisory Council</u></p> <ul style="list-style-type: none"> * Advisory Council * Education/Training (e.g., diversity training and training for first and second generations) * Discrimination * Health * Elderly <p><u>Black Advisory Council</u></p> <ul style="list-style-type: none"> * Advisory Council * Diversity within the Black community <p><u>Hispanic Advisory Council</u></p> <ul style="list-style-type: none"> * Information * Education * Economic Development * Health * Criminal Justice System <p><u>Polynesian Advisory Council</u></p> <ul style="list-style-type: none"> * Education * Criminal Justice * Economic Development * Health * Availability of Accurate Data 	<p>1. After reviewing the 1996 Ethnic Task Force recommendations, the Governor's Office rewrote and issued two Executive Orders to outline the work of the offices and councils.</p> <p>2. The Ethnic offices met for two days to develop an 18-month work plan (January 97-98). The following were the objectives :</p> <ol style="list-style-type: none"> 1. Access to Public Services 2. Advisory Councils 3. Criminal Justice System (Adults) 4. Criminal Justice System (Juveniles) 5. Discrimination 6. Diversity Training 7. Economic Opportunities 8. Education 9. Health 10. Welfare Reform <p>3. For the 1998-1999 joint work plan the Ethnic Offices developed a more in depth focus on the following objectives:</p> <ol style="list-style-type: none"> 1. Criminal Justice 2. Economic Opportunities 3. Education 4. Health <p>and the Governor's Initiative on Families Today (G.I.F.T.).</p>



TEAMWORK STRATEGY

The teamwork strategy for the 1998-1999 joint work plan will make it possible through collaboration among the ethnic directors to be involved in all areas while insuring maximum effectiveness by having two directors as a team working on each of the objectives. As a team they will lead the work, act as the contact between the ethnic offices and organizations listed, attend and participate in necessary meetings and site visits, disseminate information to the other directors, and be responsible for facilitating the deliverables.

Information and progress will be coordinated and shared during the director's weekly meetings and each director will in turn report findings to the Advisory Councils and ethnic communities.

TEAM WORK FOR THE 1998-1999 WORK PLAN	
Objective	Teams
CRIMINAL JUSTICE	Leticia Medina William Afeaki
ECONOMIC OPPORTUNITIES	Mildred Sparks Moon Ji
EDUCATION	William Afeaki Leticia Medina
HEALTH	Moon Ji Mildred Sparks
GOVERNOR'S INITIATIVE ON FAMILIES TODAY	Each Director will work individually with their communities' Advisory Council



JOINT WORK PLAN OBJECTIVES

OBJECTIVE # 1: CRIMINAL JUSTICE-

Continue to collaborate with the Commission on Criminal and Juvenile Justice (CCJJ) and the Sentencing Commission (SC), the Administration Offices of the Courts (AOC), and the Department of Corrections (DC) on critical issues impacting ethnic citizens.

OBJECTIVE # 2: ECONOMIC OPPORTUNITIES-

Continue to collaborate with the Department of Community and Economic Development (DCED), the Department of Commerce (Dept. of Com), the Department of Workforce Services (DWS), housing agencies, the Small Business Administration (SBA), Small Business Development Center (SBDC), and the Utah Business Resource Network (UBRN) to promote economic opportunities, marketable skills, and housing for the ethnic communities.

OBJECTIVE #3: EDUCATION-

Continue to collaborate with the Utah State Office of Education (USOE) and local school districts to address critical issues impacting ethnic students.

OBJECTIVE #4: HEALTH-

Continue to collaborate with the State Department of Health (SDH), the Division of Mental Health (DMH), the Department of Human Services (DHS), and local counties to address critical issues impacting the ethnic populations.

OBJECTIVE #5: GOVERNOR'S INITIATIVE ON FAMILIES TODAY (G.I.F.T.) CONFERENCES-

Continue to collaborate with the Governor's Office, the Governor's Initiative on Families Today Office (G.I.F.T.), the Department of Human Services (DHS), and other government agencies to promote and maintain family values in the diverse communities in the state.



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